

UNITED STATES DISTRICT COURT
COMMONWEALTH OF MASSACHUSETTS

THOMAS MCNIFF,)	
Plaintiff)	
)	
v.)	
)	C.A. No. 05CV10238 RBC
TOWN OF DRACUT,)	
Defendant)	
)	

DEFENDANT'S MOTION FOR SUMMARY JUDGMENT

Now comes the Defendant, Town of Dracut, in the above captioned case, and hereby moves this Honorable Court pursuant to Fed. R. Civ. P. 56 to enter Summary Judgment in its favor and against the Plaintiff. As grounds for this Motion, the Defendant states that:

- A. No Violation of Americans With Disability Act;
 - 1. Plaintiff Did Not Suffer From a Disability Cognizable by the A.D.A.
 - 2. Plaintiff Did Not Need nor Seek Accommodations for His Alleged Disability
 - 3. Plaintiff Was Not Subject to Adverse Employment Action Due to the Alleged Disability
 - 4. Defendant had Legitimate Non-Discriminatory Grounds for its Employment Actions
- B. Plaintiff's State Law Claims Fail
 - 1. No Discrimination Claim under Massachusetts General Laws ch. 151B.
 - a. Plaintiff Failed to Exhaust his Administrative Remedies
 - b. There is No Evidence of Discrimination
 - 2. No Direct Right of Action Under Article CXIV of the Massachusetts Constitution
 - 3. No Cause of Action for Civil Service Claims under Mass. Gen. L. ch. 31, sec. 15

- a. Defendant has Discretion to Bypass Employees Deemed Not Qualified
- b. Plaintiff Failed to Exhaust his Administrative Remedies

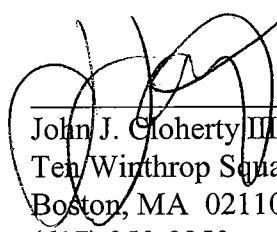
As further grounds for the Motion, the Defendant submits the accompanying Memorandum of Law, and Concise Statement of Material Facts as to which there is No Genuine Issue to be Tried, together with Exhibits, incorporated by reference herein.

WHEREFORE, the Defendant respectfully requests this Honorable Court enter Summary Judgment in favor of Defendant and against Plaintiff as to all counts of Plaintiff's complaint along with such other relief this Court deems just and proper.

Respectfully submitted,

The Defendant,
TOWN OF DRACUT
By its Attorneys,

PIERCE, DAVIS & PERRITANO, LLP



John J. Cloherty III, BBO # 566522
Ten Winthrop Square
Boston, MA 02110
(617) 350-0950

CERTIFICATE OF SERVICE

I hereby certify that on this day a true copy of the above document was served upon each attorney of record, or pro se litigant, by electronic mail.

11/21/05
Date

